

NEWS *Fact Sheet*



CDCR Leadership Development Program

Leadership Needs

- **A large number of retirements during the next five years will leave a deficit of correctional agency leadership.**
- **This program assures the “Best and the Brightest” amongst Executive Staff in all job classifications have the opportunity to pursue continuing education and management opportunities after attending the Leadership Development Program.**

CDCR is preparing for future leadership needs by offering a leadership training program at Sacramento State for the next three years. CDCR will pay the \$300 tuition fee for each student. Approximately \$3.5 million has been budgeted for the program. Classes like the one beginning in January 2006, will last seven days over a three-month period.

10 of these “class modules” have been planned to date, with more expected as the program fills up with candidate students drawn from the seven major disciplinary areas of CDCR (adult and juvenile institutions, adult and juvenile parole, CDCR headquarters, adult programs, juvenile programs, adult and juvenile healthcare services and the Prison Industry Authority).

The department modeled this aggressive leadership development program on a similar Caltrans program that has “graduated” nearly 500 employees in the past five years.

Hiring Needs

- **More than 6,700 correctional officer staff will need to be hired over the next five years to keep up with the retirements.**

Beginning this fiscal year, an estimated 1,400 employees will retire in the peace officer classification. For each fiscal year after that, we are projecting 1,260 retirements in FY 06/07, 1,240 retirements in FY 07/08, 1,240 retirements in FY 08/09 and 1,600 retirements in FY 09/10.

For More Information on CDCR Hiring Needs, Please Visit our Website at www.cdcr.ca.gov